

**Description:**

The Department of Labor promotes work force development and improves economic opportunities for the people of Idaho.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. To provide employment services to Idaho residents through referral to job opportunities, to other support services, or training situations enabling them to accept employment commensurate with the skills and needs of the individual as well as the employing agency.

A. Individuals registered for employment services.

Actual Results			
1996	1997	1998	1999
	147,976	173,037	158,809
Projected Results			
2000	2001	2002	2003
175,000	175,000	175,000	175,000

B. Place individuals registered for work.

Actual Results			
1996	1997	1998	1999
26,927	28,676	25,968	26,984
Projected Results			
2000	2001	2002	2003
26,000	26,000	26,000	26,000

C. Individuals placed as a percent of applicants available (B divided by A).

Actual Results			
1996	1997	1998	1999
	19%	14.7%	16.99%
Projected Results			
2000	2001	2002	2003
15%	15%	15%	15%

D. Job openings received.

Actual Results			
1996	1997	1998	1999
73,891	74,765	79,025	84,247
Projected Results			
2000	2001	2002	2003
80,000	80,000	80,000	80,000

E. Placement transactions.

Actual Results			
1996	1997	1998	1999
35,833	35,155	31,109	33,112
Projected Results			
2000	2001	2002	2003
35,833	35,833	35,000	35,000

## Labor, Department of Employment Service

F. Placement transactions as a percent of openings received (E divided by D).

Actual Results			
1996	1997	1998	1999
48%	47%	39%	40%
Projected Results			
2000	2001	2002	2003
40%	41%	42%	42%

2. Encourage employers through the federal-state system of Unemployment Insurance to provide more stable employment and to make UI benefit payments in accordance with state law.

A. Timeliness of employer tax deposits (percent of deposits made within 3 days of receipt).

Actual Results			
1996	1997	1998	1999
	100%	100%	100%
Projected Results			
2000	2001	2002	2003
100%	100%	100%	100%

B. Process eligible individual's first UI payment within 14 calendar days of the end of first compensable week.

Actual Results			
1996	1997	1998	1999
78%	94%	93.7%	90%
Projected Results			
2000	2001	2002	2003
90%	90%	90%	90%

3. Prepare Idaho's youth and unskilled adults for entry into the labor force by providing access to job training for economically disadvantaged individuals and other individuals facing serious barriers to employment.

A. Youth entered employment rate.

Actual Results			
1996	1997	1998	1999
	59.02%	56.7%	65.6%
Projected Results			
2000	2001	2002	2003
40%			

B. Youth employability enhancements.

Actual Results			
1996	1997	1998	1999
	62.01%	57.9%	61.8%
Projected Results			
2000	2001	2002	2003
35.8%			

C. Adult employment at 13 weeks from program termination.

Actual Results			
1996	1997	1998	1999
	74.61%	72.4%	69.35%
Projected Results			
2000	2001	2002	2003
73%			

D. Adult welfare employment at 13 weeks from program termination.

Actual Results			
1996	1997	1998	1999
	69.69%	68.6%	78%
Projected Results			
2000	2001	2002	2003
68%			

E. Adult weekly earnings at 13 weeks from program termination.

Actual Results			
1996	1997	1998	1999
	\$358.09	\$360.00	\$376.00
Projected Results			
2000	2001	2002	2003
\$360.00			

F. Adult welfare weekly earnings at 13 weeks from program termination.

Actual Results			
1996	1997	1998	1999
	\$309.02	\$311.00	\$330.00
Projected Results			
2000	2001	2002	2003
\$311.00			

G. Entered employment at termination (20+ hours per week for dislocated worker program).

Actual Results			
1996	1997	1998	1999
	86.8%	83%	85.8%
Projected Results			
2000	2001	2002	2003
75%			

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## Labor, Department of Employment Service

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### **Program Results and Effect:**

The Department of Labor administers the employment security laws of the State of Idaho, and in partnership with business, labor, education and government promotes work force development and economic security through labor exchange, unemployment insurance, job training opportunities and labor market information.

New performance measures are being developed in response to the Workforce Investment Act that will be implemented on July 1, 2000.

The ultimate effect of this program is improved economic progress within the State of Idaho.

For more information contact Duane Tracadas at 334-6274.

**Description:**

The Wage and Hour program provides redress for violations of the wage and hour laws to the citizens of Idaho and provides assistance and information to employers and employer organizations on wage and hour laws through on-site consultation and public speaking engagements.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Provide timely assistance on wage and hour questions and claims.

- A. Number of claims filed.

Actual Results			
1996	1997	1998	1999
1,600	1,500	1,614	1,650
Projected Results			
2000	2001	2002	2003
1,650	1,600	1,500	1,500

2. Provide for claim resolution and administrative hearings.

- A. Number of determinations issued.

Actual Results			
1996	1997	1998	1999
Projected Results			
2000	2001	2002	2003
350	350	300	300

- B. Number of determinations issued after hearing.

Actual Results			
1996	1997	1998	1999
Projected Results			
2000	2001	2002	2003
175	200	200	200

- C. Number of determinations appealed to Appeals Bureau.

Actual Results			
1996	1997	1998	1999
Projected Results			
2000	2001	2002	2003
150	150	100	100

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## Labor, Department of Wage & Hour

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3. Provide for legal action on unresolved claims. (Effective July 1, 1999 claims are no longer referred to the Attorney General.)

- A. Number of personal and telephone contacts with employers and employees to provide wage and hour information to prevent future claims.

Actual Results			
1996	1997	1998	1999
Projected Results			
2000	2001	2002	2003
35,000	35,000	35,000	35,000

- B. Number of public presentations on labor law.

Actual Results			
1996	1997	1998	1999
		52	30
Projected Results			
2000	2001	2002	2003
30	30	30	30

- C. Number of liens filed.

Actual Results			
1996	1997	1998	1999
Projected Results			
2000	2001	2002	2003
110	150	150	150

### Program Results and Effect:

The Wage and Hour section administers the Idaho Wage Payment, Minimum Wage, and Overtime laws. The unit also provides assistance and information to employers and employer organizations on wage and hour laws through on-site consultation and public speaking engagements.

The effect of this program is to assist employees throughout the state of Idaho in the collection of unpaid wages; dissemination of information to employees and employers; and, a continuing program to educate employers on Idaho' Labor Laws.

For more information contact Duane Tracadas at 334-6302.

**Description:**

The Idaho Rural Partnership Council (IRP) is a managed network aimed at streamlining work on rural issues among federal, state, local, and tribal government agencies, along with the private and nonprofit sectors. IRP serves as a non-partisan forum for clarifying rural issues. IRP also reduces the geographic isolation of rural leaders by serving as an information clearinghouse and referral center for rural programs and policies.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. To serve as a clearinghouse of information and as a referral center on rural problems, programs, and policies.
  - A. Four rural development newsletters and an annual report will be produced and distributed to over 600 IRP members, community leaders, and interested parties. (Distribution)

Actual Results			
1996	1997	1998	1999
650	700	1,100	1,400
Projected Results			
2000	2001	2002	2003
1,400	1,450	1,500	1,500

- B. Over 250 information requests and individual consultations will be handled.

Actual Results			
1996	1997	1998	1999
250	300	300	300
Projected Results			
2000	2001	2002	2003
300	300	300	300

- C. An IRP homepage will be maintained and updated, and receive growing usage.

Actual Results			
1996	1997	1998	1999
yes	yes	yes	yes
Projected Results			
2000	2001	2002	2003
10% growth	10% growth	10% growth	10% growth

- D. A Community Development Resource Directory will be maintained in written and electronic forms.

Actual Results			
1996	1997	1998	1999
yes	yes	yes	yes, updated
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes

## Labor, Department of Idaho Rural Partnership

2. To serve as a nonpartisan forum for identifying and understanding rural issues from all perspectives, and to be a two-way information conduit to state and national policy makers through the National Rural Development Partnership.

A. Regular IRP meetings with sustained attendance will be held to discuss cross-cutting rural issues.

Actual Results			
1996	1997	1998	1999
4 meetings	4 meetings	4 meetings	3 meetings
Projected Results			
2000	2001	2002	2003
3 meetings	3 meetings	3 meetings	3 meetings

B. Serve upon request as a neutral facilitator for policy development and joint planning.

Actual Results			
1996	1997	1998	1999
15 est.	15	30	16
Projected Results			
2000	2001	2002	2003
15	15	15	15

3. To identify collaborative strategies to improve the rural quality of life and to facilitate implementation of these strategies by Council member organizations.

A. At least four collaborative projects will be initiated.

Actual Results			
1996	1997	1998	1999
7	5	10	6
Projected Results			
2000	2001	2002	2003
5	5	5	5

B. At least four collaborative projects on the IRP workplan will be completed

Actual Results			
1996	1997	1998	1999
5	7	7	6
Projected Results			
2000	2001	2002	2003
5	5	5	5

4. To administer the IRP strategically as part of state government and the National Rural Development Partnership.

A. Meet the terms of the cooperative agreement with the National Rural Development Partnership.

Actual Results			
1996	1997	1998	1999
yes	yes	no	yes
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes



B. Hold IRP Board of Directors Strategic Planning annually.

Actual Results			
1996	1997	1998	1999
Aug-96	Apr-97	Apr-98	Apr-99
Projected Results			
2000	2001	2002	2003
Apr-00	Apr-01	Apr-02	Apr-03

**Program Results and Effect:**

An investment of time and resources into the IRP is an investment in the glue that makes state services more seamless, intergovernmental relations more cohesive, and private-public partnerships more numerous and effective.

As organization and individuals, IRP members know one another better and work together better. Rural issues are better identified and understood. Gaps in service to rural Idaho are filled. Private and public funding opportunities are more effectively used by rural Idaho.

The ultimate effect of this program is to increase the effectiveness of public and private organizations to serve rural Idaho to strengthen communities and improve the quality of life.

The IRP tries to model strategic behavior in several ways: 1) by testing each proposed project against the mission; 2) by reviewing IRP policies and direction at an annual board planning session; 3) by sharing IRP experience and learning new ideas in the National Rural Development Partnership; and 4) by publishing an annual report of IRP accomplishments.

For more information contact Dick Gardner at 334-6113.